



PSD/PSA Conference

DK/PN Rating Review Working Group



***Ready. Resourceful.
Responsive!***



Working Group Mission

“During the next several years, we will be witnessing a high rate of technology insertion, implementation of Navy Cash™ and major shifts in work skills of our Sailors. We need to “rebaseline” our requirements for DK/PN support both afloat and ashore....make recommendations for appropriate manning levels.”

***J. D. McCarthy
RADM, SC, USN***

Working Group Members:
NAVSUP, ASN (FM&C) FMO, DFAS, OPNAV
N13/N41/N46/N79,
CFFC N1/N41, PERS, CNET, NAVMAC



Vision:

- Pay And Personnel Ashore with Customer Service Storefront Afloat
- Efficiently staffed Customer Service Storefront Afloat (DK/PN)
- Improved customer service through consistency ashore
- Navy pay administration migrates to Service Provider/DFAS
- Navy retains policy, entitlements and billets to support SSR

Enablers:

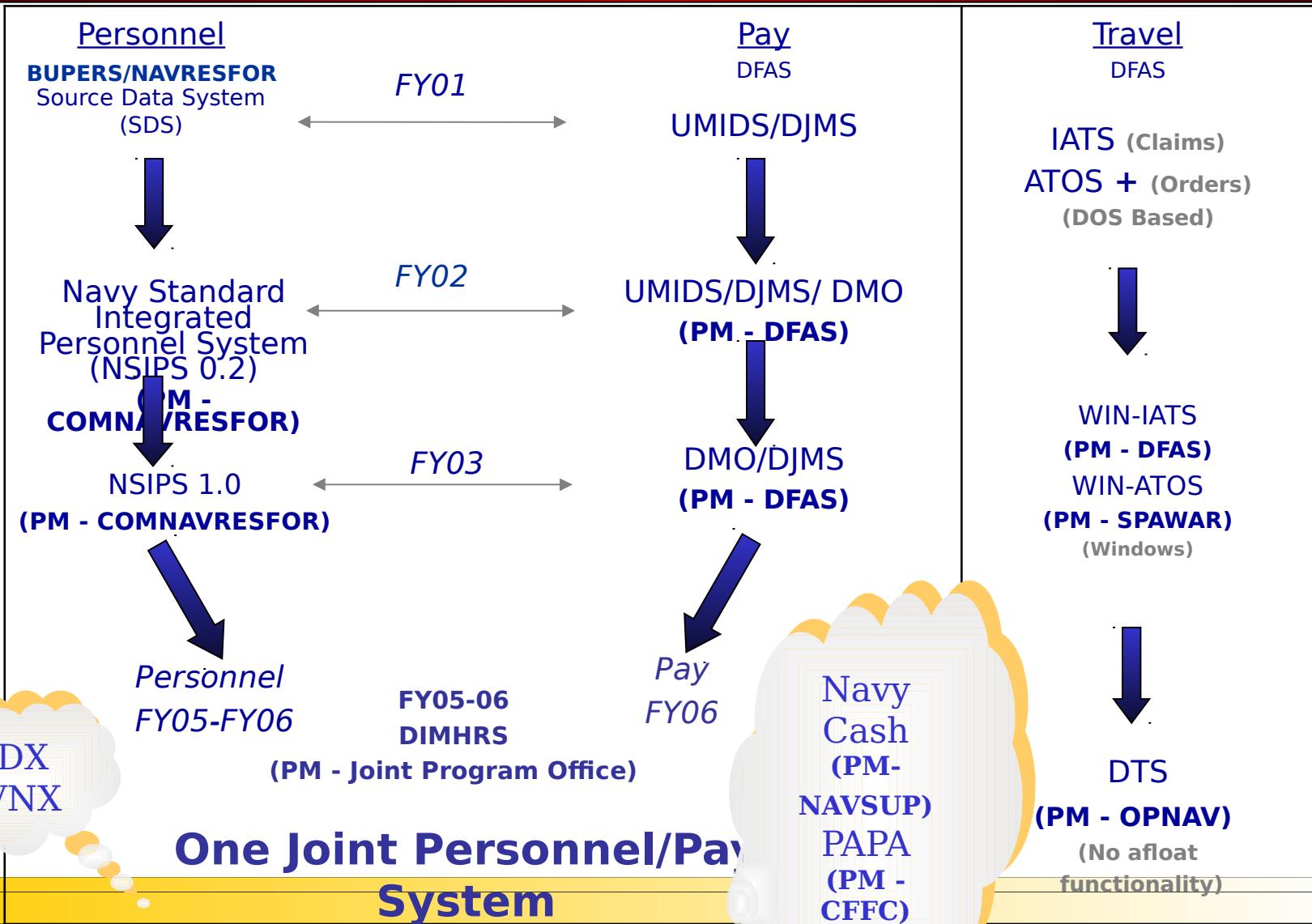
- Move workload ashore..Pay And Personnel Ashore (PAPA)
- Leverage technology...to reduce DK/PN requirement while enhancing capabilities, productivity and effectiveness...DIMHRS / NSIPS / IT 21

Results:

- Merge DK/PN Ratings
- Reduction from current requirement



Systems Progression and Program Managers (PM)





Drivers Workload Ashore



- ◆ **NSIPS - FY03**
 - ◆ **10% estimated workload transfer ashore...3% DK's / 7% PN's**
- ◆ **Navy Cash™ - FY03**
 - ◆ **Cash handling tasks eliminated..BCA in progress**
 - ◆ **Affects SH/DK/PC...other cash handling ratings**
- ◆ **Pay And Personnel Ashore (PAPA) - FY05-08**
 - ◆ **Minimally Manned Customer Service Storefront Afloat**
 - ◆ **50% DKs / 80% PNs Afloat moved Ashore**
 - ◆ **FY09 Afloat requirement reduced accordingly**

PM's accountable for published system roll out schedules



Transition Plan Reduce Rating Footprint

FY02 Submit Merger Proposal NEOCS Board

**FY03 NAVMAC Study NSTPS Afloat / Joint
DIMHRS BCA**

FY04 Rating Merger Complete

FY05 - 08 Move Workload Ashore (PAPA)

FY05+ ...Reduce DK/PN Recruiting

FY07 DIMHRS NAVMAC Study

**FY10+... Attrite Excess Shore Billets/
Replace w/Civilians FY12+**

**FY10+ Continually Adjust recruiting
Models...Future Ships**

**FY12 Navy Pay admin migrates to Service
Provider**

- ◆ **Merge the DK/PN Ratings**
- ◆ **Deploy Pay And Personnel Ashore (PAPA) & Electronic Service Record (ESR)**
- ◆ **DIMHRS...after BCA complete, re-compute projected requirements**
- ◆ **Engage NAVMAC...FY03 NSIPS, FY06 PAPA, FY07 DIMHRS to validate workload reduction estimates**
- ◆ **Evaluate potential merger and/or functional transfers to other ratings YN as business processes develop**